

ABSTRAK

Agung Nuralim: “Pengaruh Kinerja Aparatur Pemerintah Terhadap Efektivitas Program Rumah Tidak Layak Huni Di Dinas Perumahan, Permukiman, dan Pertanahan Kabupaten Bandung”

Kinerja aparatur pemerintah merupakan gambaran mengenai tingkat pencapaian pelaksanaan suatu program kegiatan atau kebijakan dalam mewujudkan sasaran. Efektivitas program RTLH pada dasarnya merupakan suatu konsep yang sangat penting karena mampu memberikan gambaran mengenai keberhasilan suatu organisasi dalam mencapai sasaran atau tujuan yang diharapkan. Setiap organisasi atau instansi mengharapkan seluruh pegawainya bekerja dan melaksanakan tugasnya sesuai dengan tanggung jawab yang diberikan agar mampu diselesaikan sesuai tujuan dan sasaran yang ingin dicapai. Penelitian ini bertujuan untuk mengetahui seberapa besar pengaruh kinerja aparatur pemerintah dapat mempengaruhi efektivitas program RTLH di DISPERKIMTAN Kabupaten Bandung. Penelitian ini terdiri dari dua variabel yaitu, variabel X kinerja aparatur pemerintah dan Y efektivitas program RTLH.

Penulis menggunakan teori kinerja aparatur pemerintah dari Makmur dimana kinerja aparatur pemerintah dapat diukur berdasarkan : (1) prestasi, (2) percaya diri, (3) pengendalian diri, dan 4) kompetensi. Sedangkan teori efektivitas program RTLH penulis menggunakan teori Budiani, dimana efektivitas program RTLH dapat diukur berdasarkan : 1) ketepatan sasaran program, 2) sosialisasi program, 3) pencapaian tujuan program, dan 4) pemantauan program.

Metode penelitian menggunakan metode asosiatif dengan pendekatan kuantitatif. Teknik pengumpulan data yang digunakan adalah studi kepustakaan, observasi dan penyebaran kuesioner/angket langsung kepada responden dengan jumlah 30 responden dengan menggunakan teknik *sampel jenuh*.

Berdasarkan temuan hasil perhitungan nilai tertinggi dan terendah dari variabel (X) Kinerja Aparatur Pemerintah dan Variabel (Y) efektivitas program RTLH. Nilai tertinggi yaitu indikator ketiga dari dimensi pengendalian diri, yaitu dapat menahan diri dari berbagai gangguan emosi, dengan nilai rata-rata 4,766. Kemudian nilai terendah yaitu indikator pertama dari dimensi percaya diri, yaitu memiliki rasa percaya diri yang kurang, dengan nilai rata-rata 2,7. Hasil uji t diperoleh $t_{hitung} > t_{tabel}$ ($4,487 > 2,035$) maka H_a diterima dan H_o ditolak, artinya secara parsial terdapat pengaruh signifikan antara kinerja aparat pemerintah terhadap efektivitas program RTLH di DISPERKIMTAN Kabupaten Bandung. Hasil uji F didapat hasil nilai $F_{hitung} > F_{tabel}$ ($20,135 > 2,76$) maka dapat disimpulkan terdapat pengaruh secara simultan kinerja aparatur pemerintah terhadap efektivitas program RTLH di DISPERKIMTAN Kabupaten Bandung. Dengan nilai presentase sebesar 41,8% sedangkan 58,2% di pengaruhi faktor diluar penelitian.

Kata Kunci : Kinerja Aparatur, Efektivitas Program, Pemerintah Daerah

ABSTRACT

Agung Nuralim: “The Effect of Government Apparatus Performance on the Effectiveness of Unsuitable Housing Program in the Housing, Settlement and land Agency Of Bandung Regency”

The performance of the government apparatus is a description of the level of achievement of the implementation of program activities or policy in realizing the target. The effectiveness of the RTLH program is basically a very important concept because it can give an idea of the success of an organization in achieving the goals or objectives expected. Every organization or agency expects all employees to work and perform their duties in accordance with the responsibilities that are given to be able to be completed according to the goals and objectives to be achieved. The research aims to find out how much influence the performance of government apparatus can affect the effectiveness of RTLH program in DISPERKIMTAN Bandung Regency. This research consist of two variable that is, X variable of performance of government apparatus and Y program effectiveness of RTLH.

The author uses the performance theory of government apparatus from Makmur where the performance of the government apparatus can be measured by: (1) achievement, (2) confidence, (3) self-control, and (4) competence. While the theory of RTLH program effectiveness the author uses the theory of Budiani, where the effectiveness of RTLH program can be measured by: 1) the accuracy of program targets, 2) program socialization, 3) achievement of program objectives, and 4) program monitoring. The research method used associative with quantitative approach.

The research method used associative method with quantitative approach. Data collection techniques used are literature study, observation and spreading of questionnaires/direct questionire to the respondents with the number of 30 respondents using sample iemh technique.

Based on the results of the calculation of the highest and lowest values of variable (x) performance of government apparatus and variable (y) effectiveness of RTLH program. The highest value is the third indicator of the self-control dimension, which can refrain from various emotional disturbances, with an average value of 4,766. Then the lowest value is the first indicator of the confident dimension, that is having less confidence, with an average value of 2,7. The result of t test is $t_{arithmetic} > t_{table}$ ($4,487 > 2,035$) then H_a is received and H_o is rejected, it means partially there is significant influence between performance of government apparatus toward RTLH program effectivity in DISPERKIMTAN bandung regency. F test results in the results can be calculated $F_{arithmetic} > F_{table}$ ($20,135 > 2,76$) it can be concluded there is influence simultaneously performance of government apparatus to the effectiveness of RTLH program in DISPERKIMTAN bandung regency. This percentage value of 41,8% while 58,2% in influencing factors outside the study.

Keywords: Performance Apparatus, Program Effectiveness, Local Government